



MOMENTUM



A Publication of the Greater Memphis Chamber

VOL 3 | 2019

**Chamber Launches Collaborative Effort
to Build Construction Talent Pipeline**

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Training for Lucrative Medical Device Jobs**
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- Metal Finishers
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- Quality Assurance
- Registered Apprentice Machinists



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The medical device industry in Memphis, Tennessee employs approximately 7,000 people directly and 10,000 people indirectly, generating \$2.4 billion annually in economic impact for the local economy and \$50 million in annual tax revenue. Facing the challenge of future growth limited by the supply of skilled workers in critical career pathways, MOVE-HIRE (Medical device Occupations Value Education - Help In the Regional Economy) is funded through a grant from the U.S. Department of Labor.

The GMACWorkforce MOVE-HIRE's total project cost is \$12,761,801 funded by a \$5,992,314 (47%) grant from the United States Department of Labor and leveraged with \$3,077,442 (24%) other Federal, \$527,714 (4%) state, and \$3,164,331 (25%) institutional and private funds.

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2019 Product Offering

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About the Cover:

Jasmine Dunn is an East High School graduate and a first year machinist student at Tennessee College of Applied Technology under the Move-Hire program.



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on being selected

YOUNG MEMPHIS CLASS OF 2019



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TALENT IS AT THE HEART OF OUR REGION'S ECONOMY.

The number one question companies ask when they are considering an expansion or relocation in our market is this: Do you have the people with the skills my company needs?

We know the answer to that question is a resounding yes, however, we must

work every day to ensure that our people are prepared and ready not only for the jobs available today, but for the careers of the future.

In this issue, we highlight the efforts underway to strengthen our educational institutions, and prepare our workforce. Learn more about how the Carnegie 1 Research designation sought by the University of Memphis plays a critical role in our region's long-term economic development strategy (page 14). On page 18, you'll learn how Christian Brothers University is working to elevate entrepreneurs of color with a transformative partnership that will truly move our city forward. On page 20, see how Memphis' reputation as a leader in adaptive reuse is helping local firms attract top tier design talent.

In addition to so many great initiatives and programs underway, this issue highlights some of the superstar talent from the business community with our annual Young Memphis honorees. This year's honorees represent some of the best companies and organizations across the mid-south. We have individuals who are working to develop a strong marketplace for the agtech industry, advocates for quality education and career development in our school system, and entrepreneurs leading the region providing top services in real estate and communications.

Sincerely,

Beverly Robertson

President & CEO of the Greater Memphis Chamber

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WE BUILD 901

construction collaborative

By Jessica B. Mason

Building a pipeline for careers within the construction industry is a top priority for industry leaders like Andy Davis. As Vice President for Turner Construction Company, Andy has made it his duty to help identify and implement strategies to increase the number of individuals working in the construction trades.



"We believe the We Build 901 Collaborative will lead to transformative change for all industries across the region giving individuals increased access to good jobs and better quality of life."

- Sondra Howell
Vice President, Talent Development
Greater Memphis Chamber

Memphis has put in place an average of \$100 million worth of construction every month in our city for the last couple of years," shared Davis. "Turner, through an in-depth market study, is forecasting that by the end of 2020 that this will increase to about \$200 million every month." With an increasing number of developments and projected projects coming to the Memphis area, it is crucial that the city is prepared to build and employ the future.

The Greater Memphis Chamber's inaugural Employer Collaborative, We Build 901, is employer led and focuses on building a talent pipeline for careers within the construction industry. Championed by Andy Davis, and John Curran from St. Jude Children's Research Hospital, the We Build 901 Construction Collaborative is comprised of more than 30 plus company owners, general contractors, and sub-contractors who are struggling to recruit talent for good-paying jobs in Memphis.

To build and sustain a strong pipeline of talent to support the number of new projects slated for our community, the Collaborative is concentrating on these three things:

- 1. Increase the visibility of opportunities in the construction trades**
- 2. Streamline access to training and jobs though clear pathways**
- 3. Heightened awareness of the true income potential from entry-level to a skilled tradesman and from management to ownership.**

"In order to support the billions in new projects slated for our community, we have to better market the availability of trades and help individuals get trained to fill the needed positions. That's what we're doing at the

TALENT PIPELINE MANAGEMENT

A strategic alignment between classroom and career

The TPM® initiative is a demand-driven, employer-led approach to close the skills gap that builds pipelines of talent aligned to dynamic business needs.

The U.S. Chamber of Commerce Foundation Talent Pipeline Management® (TPM) initiative is a workforce strategy for our time that can meet the needs of today's changing business environment.

THIS APPROACH:

- Prioritizes alignment between education and workforce systems
- Creates shared value for students and workers, education and training providers, and employers
- Shifts employers into the driver's seat to proactively lead partnerships with talent providers
- Equips business with the practical tools necessary to build an effective talent supply chain
- Provides a systematic framework flexible enough to be pursued as its own initiative or to enhance the employer role in an existing initiative

The demands of today's economy require a strategic alignment between classroom and career that better supports students in their transition to the workforce. More than 1,000 employers across the country are finding that alignment and seeing results by making Talent Pipeline Management (TPM) a priority. The Chamber Foundation worked with a board of advisors to develop a training curriculum designed to walk business-led organizations through the process of implementing TPM principles. Beginning in 2019, the curriculum is expanded to include training for employers looking to upskill an existing workforce. This training is called the TPM Upskill Academy.

FACILITATED BY THE U.S. CHAMBER FOUNDATION, THE TPM ACADEMY®:

- Is an in-person and online training for workforce leaders to learn the TPM approach.
- Is supported by a customized curriculum that serves as a handbook and toolkit for participants.
- Has a companion web tool that activates the six TPM strategies to streamline data collection and visualization.
- Provides a customizable framework for employers to create solutions that directly address the challenges they face in building high-performing talent pipelines.

www.uschamberfoundation.org/talent-pipeline-management

to learn more.

Visit

Turner construction team on the roof of new St. Jude project. Photo courtesy of Turner Construction.



Chamber," said Sondra Howell, Chamber Vice President of Talent Development. "We believe the We Build 901 Collaborative will lead to transformative change for all industries across the region giving individuals increased access to good jobs and better quality of life."

Using the US Chamber of Commerce's Talent Pipeline Management (TPM) curriculum, the Chamber is working with employers to close the skills gap using an innovative national demand-driven approach. Through extending lessons learned from innovations in supply chain management, TPM is a call for employers to play a new and expanded leadership role as "end-customers" of education and workforce partnerships.

By using TPM processes as a resource, the We Build 901 Construction Collaborative aims to increase skilled workers focusing on two areas. The first is to focus on the short-term goal which is to place individuals in the industry now and, for the long term, focus on developing and aligning clear pathways to construction trade.

"Qualified skilled tradesmen earn close to 6 figures in some fields and with average construction worker at \$40,000," said John Curran. "The ultimate goal of We Build 901 Collaborative is to align individuals in our community to organizations and employers' opportunities that lead to high paying careers in the construction industry."

We Build 901 Collaborative is the first initiative through the Greater Memphis Chamber to create employer driven and industry-based collaboratives. Our goal is to increase the TPM reach by training additional local workforce organizations to deliver this proven model. For more information about We Build 901 Collaborative contact Sondra Howell at 901-543-3531 or showell@memphischamber.com.

To learn more about the different trades in the construction, please visit

www.gobuildtennessee.com/the-trades

2019

Young Memphis

By Jessica B. Mason

As the city of Memphis strives to lead the nation in innovative ideas, progressive change and inclusivity, emerging professionals are essential gamechangers and thought leaders that help move Memphis forward.

The Young Memphians Class of 2019 are making a significant impact throughout the Greater Memphis region and beyond. These 10 rising leaders, all under the age of 40, have dedicated much time and energy towards the momentum in Memphis in which they are key vessels that keep the city thriving.

Many of them contribute their talents to improving the lives of others through their professional services and community involvement. These individuals put in countless hours towards the work they do rewarding themselves with a sense of gratitude knowing that they're making a difference.





Young Memphis

What motivates you to be active in this profession?

My father. He put his blood, sweat and tears into building this company and its reputation. I make it my duty to keep it going. When I hear guest come through our door or call on the phone and say "I took your tour last year and I enjoyed it so much I wanted to come back to Memphis". That pushes me to continue doing what I love.

MONICA HOLLEY

*Director of Business Development,
Blues City Tours*



What's your favorite thing about being a young professional in Memphis?

My favorite thing about being a young professional in Memphis is the opportunity to grow in my profession as the city grows. There is no shortage of opportunities around the city, enough to keep me busy for many years. Memphis respects the hustle, so go hustle.

CLARK SCHIFANI

*VP of Sales,
Old Dominick*



What does being a young professional in Memphis mean to you?

To me it means that I have an opportunity to make a positive impact, no matter what role or position I may hold. The beauty of our city is that we all have the abilities and opportunities to generate positive change.

ALANA HU PERKOVIĆ

*Senior Manager,
Corporate Social Responsibility,
First Horizon*



What do you like about living in Memphis?

My favorite part of being a Memphian is the synergy of being known by deep community all over the city while also having tons of tremendous neighborhoods, events, parks, and businesses to explore.

LUKE PRUETT

*Recruiting Director,
City Leadership*



What do you like about living in Memphis?

I love the culture here. I am most enamored by the sense of pride in the city—particularly among native Memphians. While millennials are often described as making healthier food choices, Memphis definitely has a variety of cuisines that truly feed the soul. There are so many amazing places to eat here! Some of my favorites are Uncle Lou's, The Wing Factory, Mahogany Memphis, The Choo, Chef Tam's Underground Café, Slice of Soul, Sage, and so many more.

JOSHUA PERKINS

Advisor, Academic Quality & Accountability, Shelby County Schools



What motivates you to be active in your community or profession?

I'm so thankful for my job at AgLaunch because it gives me an opportunity to work not just in my community but in several low-income neighborhoods throughout the city. Being able to use our network and resources to give these underrepresented groups a voice motivates me. Hearing Black farmers say that I give them hope, gives me hope and encourages me to keep fighting the good fight.

JADE CLARK

Director of Value-Chain Ventures, AgLaunch



What's your favorite thing about being a young professional in Memphis?

I love the fact that Memphis is a blank canvass for so many people. It allows anyone who's willing to pull out a paint brush to paint whatever picture they want. And the best part is, the entire country is currently looking at Memphis to see what it's musicians, it's entrepreneurs, it's chefs, and it's politicians are painting. Memphians paint with soul!

KENNETH WORLES, JR

Owner, Three(i) Creative Communications



Who do you most admire and why?

Lately, my biggest inspiration has been Dr. Martin Luther King. I often think of the challenges he faced for paving a new path and foundation for our generation. His ability to gain the attention of the mass population while remaining calm through some of the worse times. I admire his leadership, his intellect, his public speaking skills and his ability to hold the heart of so many. I admire his vision and I hope to contribute towards his vision of equality and equity in some small way in Memphis.

FARA CAPTAIN

Owner, Captain and Company Real Estate



Where do you see yourself in 10 years?

Growing my business and assuming an increased role in the community. We have great community leadership that will soon start passing the torch. I want to ensure them I am ready to receive it and run my leg of the journey with the same drive, compassion and determination.

JENNIFER RICHARDSON

Co-Founder, Henderson Transloading Services and President/Owner of Industrial Sales Company of Memphis



What advice do you have for new young professionals interested in starting or building their career in Memphis?

Get involved and be intentional with what you get involved in. Don't get involved simply to be a consumer. Get involved in places you can GIVE, and I 100% guarantee you will be rewarded. Say yes to everything you can, but know when it's time to say no. Say Yes to opportunities to get involved and use the opportunities to see where you are best suited. Then begin to say no to things so you can stay focused.

CALEB PARK

Associate Vice President, Cushman & Wakefield | Commercial Advisors



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to learn more about each Young Memphian.

MOVE-HIRE PROGRAM OFFERS FREE TRAINING

connects locals to
lucrative Medical
Device Jobs

By Jean Reid

Hundreds of men and women in the Memphis Region are being trained for free for high-demand jobs in advanced manufacturing for the medical device industry. The Greater Memphis Alliance for a Competitive Workforce was awarded an American Promise grant for the MOVE-HIRE program from the U.S. Department of Labor to provide free training to more than 1,000 adults. All of the MOVE-HIRE training opportunities provide industry recognized credentials and work-based learning opportunities that are tied to real jobs.



Growing up Ian Alexander always wanted to be an engineer until he visited an engineering firm. "When I realized that engineers spent most of their days sitting at a desk, I knew that was not what I wanted to do with my life," Alexander said. He was enrolled in a dual enrollment program at Bartlett High School with Tennessee College of Applied Technologies (TCAT) at the time and decided to continue his studies after high school at TCAT to become a machinist. He was able to enroll in the MOVE-HIRE grant program to receive free training in advanced manufacturing. This summer, Alexander graduated from TCAT and began working full time at Tri-State Armature Company, a company that works to keep high-powered electrical engines running for the largest manufacturing companies in the region, including several of the top medical device companies.

Alexander is one of hundreds of students throughout Shelby County who are being exposed to high-demand,

"We plan to expose them to quality, machining, and metal finishing during their employment. Learning how parts are made, measured and finished will put them so far ahead of their engineering peers in school,"

- Jack Hanzlik
Director of Supply Chain
Odyssey Medical Technologies

high-paying jobs and career paths in advanced manufacturing. Last year alone over 600 students in Shelby County Schools participated with the Greater Memphis Chamber in Manufacturing Day. Students toured manufacturing facilities to see firsthand the types of jobs and careers that are available in manufacturing. Exposing these students to businesses and industries creates interest in future educational and career opportunities in Memphis and builds a strong local talent pipeline of future employees.

Students from Arlington High School's STEM program were part of a tour of Odyssey Medical Technologies. The tour was coordinated by MOVE-HIRE partners, the Greater Memphis Medical Device Council and WIN (Workforce Investment Network). During the tour, several of the students were drawn to Odyssey's 3D computer imagining program. Asking questions and showing a strong interest, led to two of the senior high school students being hired by Odyssey for the summer. Based on their pursuits for engineering degrees, Logan Waters and Chris Daleheight have the opportunity to work at Odyssey during college, holidays and summer breaks. "We plan to expose them to quality, machining, and metal finishing during their employment. Learning how parts are made, measured and finished will put them so far ahead of their engineering peers in school," said Jack Hanzlik, Director of Supply Chain at Odyssey.

The Greater Memphis Medical Device Council established a Registered USDOL Apprenticeship program for machinists, and Odyssey is one of the first companies to implement the program. Dylan Chapman and Brandon Spaniol were identified through the MOVE-HIRE program and its educational partner, TCAT, and both young men have begun their apprenticeship career paths at Odyssey.

MOVE-HIRE training and educational partners include Southwest TN Community College, Moore Tech, TCAT, Arkansas State University - Mid-South, and the University of Memphis. Information for participating in MOVE-HIRE can be found at www.movehire.org or any of the schools listed. You may also access information and enroll in MOVE-HIRE through WIN and the America's Job Centers.



Current Odyssey Medical Technologies employees trained through Move-Hire program.

UNIVERSITY OF MEMPHIS

on track to achieving highest research classification

By Christin Yates



A graduation rate of 53 percent. Twelfth in the nation for the most diversified enrollment population. Record graduation rates over the past two years. The University of Memphis knows its strengths and is working toward achieving greater success as a research institution.

Inextricably connected to the Bluff City, leaders at the University of Memphis feel they have a responsibility to continue to be innovative and test the limits in some areas to be at the pace of business and to meet its students “where they are,” in terms of educational and research needs.

With a mentality of “workforce now, workforce next,” the University of Memphis is currently one year into a five-

year process of achieving the highest level of distinction as a research facility.

“Everything we do at the university is oriented to achieving that goal,” Ted Townsend, chief economic development and government relations officer for the University of Memphis, said.

Currently, the University of Memphis is classified as Doctoral: Higher Research (R2) and Community Engaged, according to the Carnegie Classification for Institutions of Higher Learning. Achieving Carnegie 1 status is an arduous process. In order to achieve Carnegie 1 status, the University of Memphis wants to expand its researching funding from \$36 million to \$55 million and its annual

doctoral graduates from 136 to 200 as well as develop a Tier 1 research culture and profile for sustainability.

Realizing that once Carnegie 1 status is achieved, it must be reconfirmed each year, Townsend noted that the university wants to develop Carnegie 1 culture in a sustainable manner.

One component of achieving Carnegie 1 status is the new Research and Innovation Park located on Highland, which has extensive plans to expand into a state-of-the-art campus. One success story that has emerged from the research park since opening earlier this year is Green Mountain Technology, a transportation software company that has grown from 90 employees to 130 employees and expects to hit 160 employees by the end of the year. The company offices out of the University of Memphis Research Park.

Another incredible example is SweetBio, which grew out of the bioengineering lab at the University of Memphis. The students created a company, raised capital and were recruited back home to the research park, where they have access to a lab at a lower cost point to save them capital.



Sweet Bio co-founders Isaac Rodriguez, Ph.D. and Kayla Rodriguez Graff, M.B.A. Photo courtesy of The University of Memphis.

"With Carnegie 1 status, students will be better positioned for success when they leave, and people will better recognize the value of the brand and degree,"

- Ted Townsend
Chief Economic Development and Government Relations Officer, University of Memphis

"The physical infrastructure of the research park was critical to the university. Most R1 schools have a research park in addition to being a top tier research university," Townsend said. "We want to see more SweetBios. We have physical space for companies' growth, which makes it more real for students and faculty."

Each of the university's 13 colleges has specific initiatives to achieve in order to help the university realize the prestigious distinction. For instance, the College of Arts & Sciences hopes to increase six-year graduation rates from 56% to 60% by 2020 and increase external research funding awards by 6%, among other initiatives.

The value of Carnegie 1 status extends well beyond the confines of the University of Memphis. Becoming a Carnegie 1 school will "exponentially" increase the economic value of a degree from the University of Memphis as well as help attract and draw innovative companies and researchers to the area. In addition, the distinction will elevate the university's national and international visibility, contribute to economic development and strengthen institutional pride and partnerships.

"With Carnegie 1 status, students will be better positioned for success when they leave, and people will better recognize the value of the brand and degree," Townsend said.

Another facet of the Carnegie 1 designation is investing in the surrounding neighborhoods, which helps with people establishing in Memphis and having access to desirable amenities.

"If you look at Mississippi, they have three R1 schools; Tennessee has one, public R1 school. Tennessee is better than that," Townsend said. "It's less important who gets there (to Carnegie 1 status), but let's have more R1 schools in Tennessee."

The University of Memphis has a strategic, comprehensive plan to achieving Carnegie 1 status that will feed into the success of the city and help to fulfill the return on investment, acting as a direct economic driver for Memphis.



Small Businesses Can Attract Big Talent

By Kristin Lockhart

When small businesses go after top talent, they're often competing against big companies with industry clout, vast resources, prime perks and deep pockets. That can be intimidating, but it doesn't have to be. The best piece of advice is this: be proud of the unique opportunity your small company can offer and use it to your advantage.

Not all candidates are looking for jobs with large employers and the biggest possible paychecks. According to a November 2018 survey of job seekers conducted by Clutch, candidates value salary, flexibility and professional development when evaluating a job offer. Small businesses can compete on all of these fronts, if they're savvy.

With today's "full employment" economy, the talent you're seeking probably has a job and isn't spending time searching job boards for new opportunities. Although they're not actively job hunting, these individuals are aware of their skillset and would consider a new opportunity if it provides career growth, advancement or flexibility.

As a small business looking to attract top talent, your challenge is to root out the individuals you want to hire and convince them that your small business offers the opportunities they're seeking.

Clearly define the type of candidate you're looking for and the opportunity you're offering. This is where networking

pays off. Use the people you know to help you find the talent you need. Then reach out to your contacts. And, don't be shy about asking them to check with their contacts. Many people are eager to share information about a job they consider interesting.

Once you have a candidate in mind, reach out with an informal invitation to discuss your opportunity with a low-key conversation over coffee. Meeting in person sends a message that you're serious about your candidate, and it can fast-track the relationship.

Your candidate is not a motivated job seeker, so it's important not to push too hard. Set the tone with an open and honest conversation. Look for clues to the candidate's level of satisfaction with their current position and use that to your advantage. Here are a few signals to look for.

I'VE OUTGROWN MY ROLE.

Suggest that your company can offer a bigger role. A leadership position in a smaller organization can give an individual the ability to help lead and shape an entire company. A comparable position in a large business may keep the candidate in a departmental silo, far from everything else that happens within the organization.

THE DECISION-MAKERS ARE OUT OF TOUCH.

Offer your candidate access to leadership. In a small company, candidates can work with – and learn from – the ultimate decision-makers. They get to see how they work and lead their business. Plus, the candidate's impact on the organization will be visible to the leaders who make salary and promotion decisions.

I DON'T HAVE VISIBILITY INTO THE BUSINESS OPERATIONS.

Tell your candidate that your business can provide a broader experience. As a member of a smaller team, candidates will often learn skills and gain insights that go far beyond the official job description. Rather than learning a role, they can learn an entire business, and by extension, understand how small businesses work. Allowing a candidate to have greater visibility across different functional areas of the business provides them with a new opportunity to learn and see the bigger picture of an entire organization, thereby igniting or furthering entrepreneurial ambitions.

IT TAKES FOREVER TO GET ANYTHING DONE.

Large businesses can move at a glacial pace, and an individual's work may trickle up and down approval chains forever. Candidates can feel like nothing gets accomplished, or that their accomplishments don't have an obvious impact. Provide examples of your company's flexibility and nimbleness. In a vibrant small business environment with

fewer decision-makers and less bureaucracy, candidates eager to complete projects or win new business can have frequent opportunities to shine.

I NEED A BETTER WORK LIFE BALANCE.

Talk to the candidate about flexible scheduling, working remotely and other options that can help employees balance the demands of work and family. In surveys, small business owners consistently rank taking care of their employees as a top priority. When they find dedicated, talented people to become part of their team, those employees become more than essential business assets; they become members of an extended family who are treasured and retained. It's easy to feel "at home" when working with these colleagues every day. This family-like environment can help candidates find sympathy and flexibility when personal demands require it.

The benefits of a small business can add up to a compelling value proposition for many talented individuals. Don't automatically assume that a smaller organization is less attractive to top talent, and never apologize for it. Sell the size as an opportunity for the right candidate to join and have a major impact on a team that is poised to do great things.

Visit
adamskeegan.com
for more info.



CHRISTIAN BROTHERS UNIVERSITY is pleased to announce the launch of the *Center for Entrepreneurship + Innovation* as part of its commitment to support economic development and minority-owned businesses within the Memphis region.

Bryan Barringer, Director of Center for Entrepreneurship + Innovation, and Dr. Joseph H. Turek, Dean of the School of Business, collaborate with student in one of the new collaborations spaces at CBU.



CHRISTIAN BROTHERS UNIVERSITY 800 INITIATIVE PARTNERSHIP

Empowers Minority Entrepreneurs

By Deborah Blanchard

In support of the 800 Initiative, a far-reaching and intensive program to empower minority-owned businesses in Memphis, Christian Brothers University (CBU) has established a Center for Entrepreneurship + Innovation within its School of Business. Working with CBU faculty, the Center will develop and deliver educational programs that address the knowledge and skill gaps of struggling small business owners and aspiring entrepreneurs and innovators. It also will serve as a critical nexus point within Memphis' dynamic and growing entrepreneurial ecosystem.

"Entrepreneurs are a unique group of people who are willing to take a leap of faith to fulfill a dream," says Bryan Barringer, director of the new Center. "Our goal is to help

business owners reach those dreams by providing the knowledge and tools needed to create, sustain, and scale a viable business."

Barringer describes himself as "a serial entrepreneur" and brings three decades of experience in both self-run and founded businesses to bear in his new position at CBU. "I am excited to work with current and aspiring entrepreneurs to help guide them on their journey, just as so many advisors have helped me in my own entrepreneurial career."

Joann Massey, director of the City of Memphis' Office of Business Diversity & Compliance, noted, "Christian Brothers University's hiring of an experienced

entrepreneur like Bryan Barringer to lead their Center for Entrepreneurship + Innovation is an addition to an already formidable team of professionals dedicated to fulfilling Mayor Strickland's vision for an equitable economy for all Memphians."

Of the 69,000 privately-owned firms in Memphis, 62 percent are owned by minorities. These firms, however, account for less than three percent of the \$36.5 billion revenue generated annually. It is this disparity that led to the creation of the 800 Initiative and CBU's Center for Innovation + Entrepreneurship.

The 800 Initiative set as its original goal a \$50 million growth in revenue by 800 minority-owned businesses with paid employees. The Initiative also plans to help another 200 minority-owned businesses without paid employees to grow their revenue into six figures and help them start hiring employees.

"In February 2016, I said that we mean business about minority and women-owned businesses. And every day since, we've worked to make sure those aren't just words," Mayor Jim Strickland said. "With the creation and staffing of the Center for Entrepreneurship + Innovation at CBU as part of the 800 Initiative, we are making real strides in growing and scaling our MWBE firms. I'm excited about the direction we're heading and looking forward to doing even more in the future."

Launched in May 2018, the 800 Initiative was funded in part by \$500,000 allocations from both Shelby County Government and the City of Memphis, plus a \$1 million commitment over four years from FedEx. "Studies show that a successful minority business community generates significant economic benefits, not just for the minority community, but for the entire city," said David Cunningham, president and CEO of FedEx Express, at the Initiative's launch. Other partners include business accelerator StartCo and Epicenter, a non-profit entrepreneurship network.

"Partnering with the City and FedEx on the 800 Initiative is yet another means for CBU to address our strategic priorities of fueling the regional economy and promoting fiscal empowerment for our students, our partners, and our community," said Jack Shannon, president of CBU. "Obviously, this is much more than an economic development initiative. At heart, this is about equity and empowerment."

Dr. Joe Turek, dean of CBU's School of Business, agrees: "The CBU School of Business is committed to supporting community economic development and providing educational programs that improve the quality of life for all Memphians. The creation of our Center for Entrepreneurship + Innovation extends this long-standing tradition and raises our commitment to the next level."

Dean Turek noted that CBU students are already actively involved outside the classroom through a pilot program this past semester that placed student interns

"Partnering with the City and FedEx on the 800 Initiative is yet another means for CBU to address our strategic priorities of fueling the regional economy and promoting fiscal empowerment for our students, our partners, and our community,"

- Jack Shannon
President,
Christian Brothers University



with nine 800 Initiative companies. Working in the areas of marketing, website development, and information technology for 12 to 15 hours per week, the internships benefitted both the students and the minority-owned businesses they served.

"The 800 Initiative Internship Program's pilot semester was a major success, with 100% of the students indicating that they are more career ready as a result of the experience, said Amy Ware, director of career services at CBU. "Ten new sites are being secured for ten new student interns for Fall 2019."



CITY'S REPUTATION AS LEADER IN ADAPTIVE REUSE MOVEMENT DRAWS TOP TALENT TO ARCHITECTURE FIRMS

By Cara Greenstein

Recruitment and retention are ever-relevant terms in growing markets, used interchangeably in talks of talent as a city prepares for its next generation of leadership. At the Greater Memphis Chamber, the value of economic development is a critical component in conversations not just surrounding current and future businesses, but also regarding the people who presently live and will one day work in the greater Memphis area.

Retention—the active effort to keep people committed to a market or, more specifically, a workplace—falls, generally speaking, on the responsibility of the employer.



Employers must actively encourage greater engagement and provide outlets to experiential assets of a city that provide positive reinforcement for one's current situation. In Memphis, the cost of living across real estate and consumer services, community connectivity and hospitality, and a thriving, active Downtown core are just a few elements that comprise a recipe for a long-term lifestyle.

For example, TRUE Sports, who just announced their move to One Commerce Square Downtown, has committed to offering each employee a choice of season tickets to the Memphis Grizzlies, Orpheum Theatre, Memphis Redbirds,

University of Memphis basketball or football, or Memphis 901FC soccer programs. This generous amenity inspires employees to experience their neighborhood outside of 8-5 hours and “personalize what part of Downtown to embrace,” said TRUE Sports President Jeremy Erspramer to The Daily Memphian.

Recruitment, on the other hand, requires a broader context. A primary effort of the Greater Memphis Chamber, recruitment on a larger level relies on collaboration with the City of Memphis, Shelby County, EDGE, Downtown Memphis Commission, and other businesses and community assets, who together illustrate a cultural argument one cannot resist. Such partnership on the company-wide recruitment scale has led to the introduction of companies such as Indigo Ag, ServiceMaster, and FedEx Logistics, who are joining Memphis’ culture in the Downtown core.

RECRUITMENT FOR MANY, HOWEVER, IS EXERCISED ONE NEW HIRE AT A TIME.

In Memphis, where talent recruitment is a community-wide priority, one of the city’s most esteemed architecture and planning firms practices a day-to-day proactive recruitment effort. With a national footprint of offices including Philadelphia, Dallas, New Orleans, and Orlando, LRK’s 130-member team leads transformative work from small-scale spaces to million-square-feet global headquarters. LRK’s headquarters, housed in the newly-dubbed Indigo Plaza in Downtown Memphis, produce new hires who contribute to a renowned portfolio and, further, the community fabric of Memphis.

The University of Memphis is a pride point for the firm. Tony Pellicciotti, LRK principal and adjunct professor at the University of Memphis, credits the humble nature and culture of LRK to three of the firm’s founding principals, who graduated from the University of Memphis.

“Memphis’ culture is the foundation of this place—and it’s also a draw for our recruits,” said Pellicciotti. “LRK’s lack of ego and collaborative spirit are thanks to Memphis’ roots.”

In addition to Memphis talent, LRK has historically recruited newer architects from other markets, which in

turn has created a trend of developing careers in Memphis and, therefore, staying in Memphis.

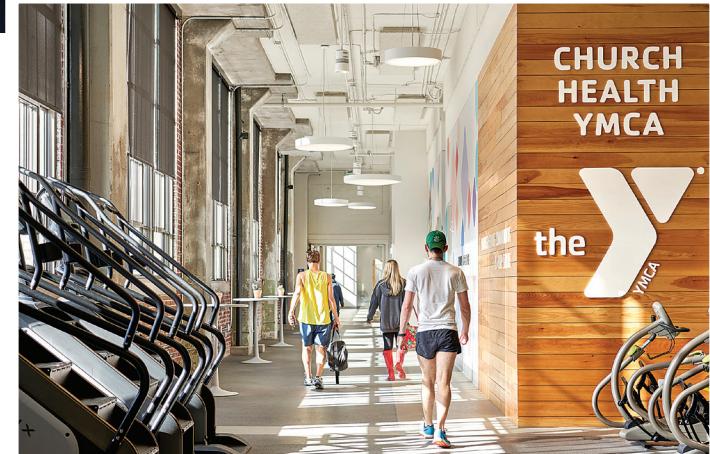
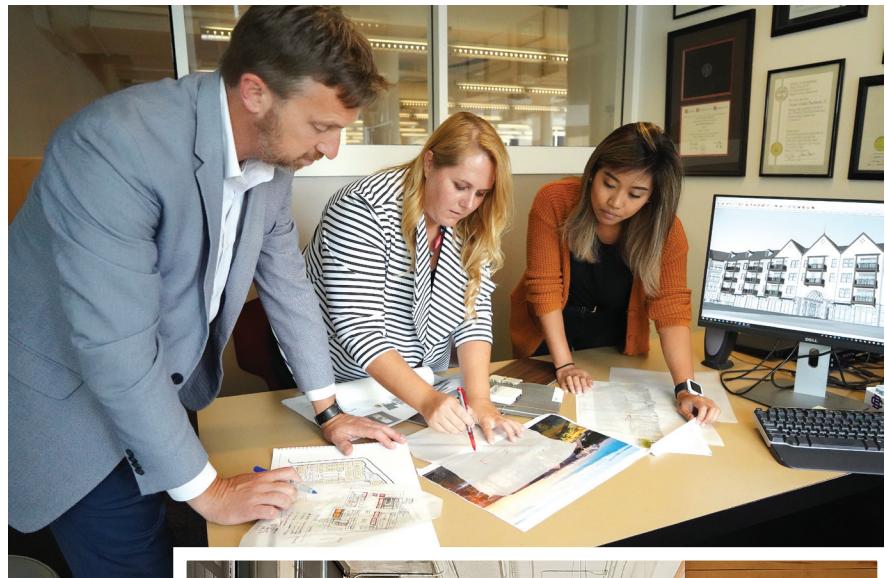
Their strategy: sell the city. With eight offices including Dallas and Philadelphia, some cities have a natural draw.

LRK says their challenge is to get people to Memphis. However, when recruits visit, they see the attributes, experience the culture, and see the potential to be engaged and make an impact.

Andrew Lang, a twenty-something architect from Atlanta, was set on LRK’s Philadelphia office for a desired “big city” feel with an urban lifestyle.

He received an offer at the Memphis headquarters, which he hesitated to accept and now firmly appreciates.

“What I was wanting in Philly, I actually got here in Memphis,” said Lang. “I live Downtown, I walk to work, I walk from work to soccer games and bars and South Main



"It's a huge win for Memphis and LRK. I can't wait to see this new generation continue to contribute to the future of our city, architecturally, creatively and culturally."

- Kevin Woods
President - Memphis Market,
BlueCross BlueShied of TN

Trolley Nights; and I, most importantly, can afford to do all of it. These experiences have made moving to Memphis a good decision for me."

"These young architects get to see the range and the impact of our work in context of an incomparable culture," said Pellicciotti. "We stand here in this conference room and look out this window and talk about this ballpark, this building we're in, the Commonwealth across the street, the Wonder Bread redevelopment and Union Row master plan ahead—it's remarkable."

"In my role recruiting an individual to this city, I can affirm that it is not just the low cost of living or the access to opportunity or the Southern hospitality; it's the culture, which is the culmination of it all," said Amy Smith. "The culture of LRK would not be what it is without the culture of Memphis."

Adrienne Bodeen recalls her introduction to LRK as a recruit from the University of Miami in 2005.



"I met LRK at a career fair and, prior to meeting them and making the trip up, didn't know Memphis at all. It was not on my radar as a place I would have ever expected to end up," said Bodeen.

Bodeen spent four years in Memphis as an LRK architect. She and her husband moved back to Florida in 2010, but the pair found their way back to Memphis this spring.

"We came back because, point-blank, we missed the feeling of this city," Bodeen continued. "We missed the big town amenities and small town feel. And as much as there was going on last time I was living here, it seems like there's so much more now—it's exciting."

In addition to the cost of living and advantages to working in a growing market, the draw to Memphis has been synergistic with the sheer volume of reimagined historic spaces LRK is involved in, according to LRK principal and HR director Amy Smith.

"Adaptive reuse is a visible, tangible example of positive transformation," said Smith. "There's a richer story to tell."

"No matter the industry, this generation thrives on projects that make a difference in a community," said Pellicciotti. "They say to us, 'We want to make a larger impact.' They want to put their thumbprint on a space and experience. I say to them, 'You can come to Memphis and make an impact.'

"As we're fond of saying, our work is 'collaboration created,'" said Pellicciotti. "We're a people-focused institution. It's our people who inspire and transform the projects we undertake.. Drive, passion, service, and team orientation are critical elements. Egos are left at the door."

LRK's summer internship program feeds into that philosophy. In addition to participating in New Memphis' Launch: Summer Experience program for interns across the city, LRK gives each internship class two pro-bono projects that are rooted in service.

Sydney Matsumoto, a Fort Myers native and 2018 summer intern from the University of Miami, was assigned to reimagine East High School's athletic sports-plex. Matsumoto recalls presenting the plans to the Shelby County Schools board and watching the East principal in tears.

"As an intern, you don't usually get to meet the clients and carry an idea all the way through from concept to actually presenting it to the public. Honestly, that never happens. But it happened here [at LRK], and that's why I'm here now."

Kevin Woods, Memphis market president of BlueCross BlueShield of Tennessee and Shelby County Schools board member, served as LRK's client contact for the East High School project.

"Sydney's success in and passion for this project brought her back here," said Woods. "It's a huge win

for Memphis and LRK. I can't wait to see this new generation continue to contribute to the future of our city, architecturally, creatively and culturally."

Matsumoto officially began her career at LRK on August 1. She lives in Midtown and has already taken advantage of both "outdoorsy" riverfront offerings and indoor rock climbing facilities.

"Memphians really love their city," said Matsumoto. "And, now that I am a Memphian too, I am excited to add to it. I'm excited to be part of a community that wants change."

From the corporate boardroom to an individual interaction, recruitment and retention are efforts that we all must participate in to grow our city and feed our culture.



2019
Young Memphis
AWARDS

CONGRATULATIONS
JENNIFER RICHARDSON
from Chism Hardy Investments!

A portrait of Jennifer Richardson, a woman with long dark hair, wearing a black top and a necklace. She is smiling and looking towards the camera. The background is a dark blue gradient with a faint bridge structure.

Thank you for
your work to
grow women and
minority
businesses in the
Memphis
community.



INTERNS: THE GATEWAY TO TALENT

By Anna Wohrman

Did you know that 85% of all jobs are filled via networking? And locally 90% of internships are not posted online? If professional opportunities for young people remain closed off and inaccessible, the pool of young local talent will diminish year after year when it should be growing. National data also tells us that internships are the most effective way to anchor talent in a city – research from the National Association of Colleges and Employers reveals that 83% of students stay in the region where they interned after graduation. If Memphis internships are only available to an elite few, we're missing the opportunity to attract and retain young talent who could choose to launch their careers here.

This knowledge, coupled with the reality that there aren't nearly enough internships available in Memphis to employ local students, motivated New Memphis to create a new program to provide key resources to both employers and students to ensure the Bluff City retains talented graduates.

New Memphis' Launch: Campus to Career is a free program that connects college students with the networks

and professional opportunities that will inspire them to launch meaningful careers in Memphis. Through Launch, New Memphis supports employers as they create or grow internship programs and then connects those employers to young talent who can bring great value to their organizations.

Earlier this year, the Greater Memphis Chamber and New Memphis teamed up to hold Launch: Mission Control kick off breakfast to help business leaders to learn more about the importance of introducing our community to talent through internships.

"New Memphis is a key partner in our region's talent attraction and retention strategy and we believe the Launch program helps introduce Memphis to talent in a way that helps position our city as a place where young people can launch and build a career," said Ernest Strickland, Senior Vice President of Workforce & Talent Development at the Greater Memphis Chamber.

The value of internships is trifold, affecting students, employers and the city as a whole. National data shows that internship experiences make it more likely for a

student to persist to graduation, find full-time employment within six months of graduation, and remain in the region where they interned – all wins for our community at large. With more than 23,000 students enrolled in local four-year colleges or universities alone, New Memphis see a huge opportunity to grow our college-educated talent pool simply by retaining our local collegians and connecting them to fulfilling careers here in the Bluff City.

But previously, it wasn't that simple. "The stark reality is that internships in Memphis currently are a showcase of inequity for our city's young adults. Because the vast majority of internships hosted at Memphis companies are not ever posted online, they are only accessible to a small, elite group, cutting off this pipeline for talent before it ever has the opportunity to make an impact," said Anna Mullins Ellis, President and CEO of New Memphis.

Through Launch: Campus to Career, New Memphis introduces college students to the dynamic community of local employers while helping them learn to navigate the workplace, build networks, develop professional skills, and plot their careers. Their free and easy-to-use online internship portal is a one-stop-shop for employers and students to connect. By posting opportunities, employers can find diverse intern talent while students are provided easy access to search for openings that match their skills and interests. This is creating a new career pathway to lead college students to opportunities fostering upward economic mobility for young adults beginning their careers in Memphis. This pathway is solving the challenge of access to opportunity for low-income students in our city, and ensuring their skillsets are not overlooked in favor of those with strong personal and professional networks.

New Memphis also engages these young adults in a series of free events in June and July called Launch: Summer Experience.

"These summer events leverage relationships with leaders in our network to and expose them to the social



Launch: Mission Control kickoff breakfast hosted by the Chamber and New Memphis. Photo courtesy of New Memphis Institute.

DATA FROM LAUNCH

Summer Experience 2019

98%

of participants agreed that they **felt more connected to Memphis after SE2019**

94%

of participants agreed they are **more hopeful about their career opportunities after SE2019**

87%

of participants said they **expanded their professional network**

87%

of participants agreed they **expanded their social network after SE2019**

84%

of participants said they **plan on launching their careers in Memphis**

INTERNSHIP EXPERIENCES MAKE IT MORE LIKELY FOR A STUDENT TO:

- Persist to graduation
- Finish with an overall higher final GPA
- Find meaningful full-time employment within six months after graduation
- Attain a family-sustaining job and long-term economic success

INTERNSHIPS BENEFIT COMPANIES BY HELPING THEM:

- Cultivate fantastic full-time employees, save time recruiting, and improve employee retention rates
- Increase visibility for their organization
- Utilize young talent with digital skills and fresh-from-the-classroom knowledge
- Develop new managers by providing opportunities to mentor or supervise interns
- Revisit back-burner projects with additional help and a fresh perspective

networks of employers who can guide them in their pursuit of a career in our city,” said Ellis. “Not only are we helping to ensure equitable opportunities are available, we are equipping young adults to be ready for these opportunities as they arise. New Memphis is engaging young adults as they begin their career journey by helping develop and sharpen their skill-sets, introducing them to city leaders and mentors who are passionate about the future of our city, and showcasing our city’s assets.”

Building the talent pool our city needs means recruiting fresh young professionals to Memphis. But it also means making sure our local young talent in Memphis wants to stay here, and that they can secure meaningful employment.

Enticing local talent to remain in Memphis wouldn’t be possible without employers providing meaningful opportunities for collegians to develop and grow. Internships are magnetic: they attract talented, motivated young people to local companies and improve productivity and employee retention.

Additionally, New Memphis is providing critical resources for local employers to ensure Memphis not only remains an option for launching their careers, but becomes a go-to hub for internship talent. Under the Launch: Campus to Career umbrella of programming, New Memphis offers Mission Control workshops aimed at employers who are looking to create or grow their internship programs and Launch Sessions which provides employers an opportunity to meet local collegians face-to-face and introduce them to their unique brand.

Internships are a catalyst for student achievement and the future prosperity of a city, and New Memphis is working diligently on both sides of the problem to create a cohesive solution with the ultimate goal of increasing internships in Memphis and democratizing access to those internships.

“Launch: Campus to Career was born out of the data that came from surveying local college students in 2017, and their voices will continue to remain at the forefront of strategic development as our program grows,” Ellis explains. “New Memphis believes the greatest resource to any city is its people. Our businesses need talented people to thrive, our government needs talent to solve problems, our schools need talent to educate our youth, and our communities need talent to innovate and work for a better future. New Memphis invests in our city’s talent to result in a new generation of skilled professionals poised to impact our city for years to come.”



5

WAYS YOUNG PROFESSIONALS Can Get Plugged Into Memphis

By Apryl Childs-Potter

A low cost of living, an economic boom and a reputation as one of the most authentic and unique cultures in the South have all contributed to making Memphis a hot spot for young professionals. Looking for ways to get more connected to the Memphis community? Here are five ways to get plugged in to everything Memphis has to offer.

1

FIND A JOB IN MEMPHIS

Interested in working for a Memphis company? Search our Member Jobs Postings page for opportunities in Memphis or add your resume to our Resume Bank to get your name in front of hiring managers at top Memphis companies.

You can also review a list of Top Employers in the Greater Memphis Region on our website to find out more about our thriving business scene.

2

JOIN SOUNDCHECK YOUNG PROFESSIONALS COUNCIL

If you are looking for opportunities to get involved in Memphis, the Greater Memphis Chamber's Soundcheck Young Professionals Council is a great place to meet new friends, explore professional development opportunities, get connected with leaders in Memphis and to learn more about community engagement opportunities. In addition, it is also a great place to meet some of the brightest young talent in Memphis.

Soundcheck features signature programming designed to engage young professionals. Our programs include the Corner Office Series where Soundcheck members get the chance to meet leaders from the city's top companies to learn firsthand about their experiences growing as a professional. In addition, Soundcheck members have a biannual membership luncheon, mixers and a yearly service project.

If you'd like to learn more about Soundcheck, email soundcheck@memphischamber.com

3

FIND FUN EVENTS IN THE COMMUNITY CALENDAR

Our community calendar is filled with events and opportunities for young professionals to get plugged into Memphis. From 5K races to volunteer opportunities to networking luncheons and more, there's always something exciting to do in the Bluff City. Check out the Greater Memphis Chamber Community Events Calendar to find out what's happening in Memphis.

Visit the Chamber's Events Calendar to find unique programing and opportunities to get more connected to the Memphis business community.

4

BROWSE THE GREATER MEMPHIS RELOCATION GUIDE

The Greater Memphis Relocation Guide is a great source for information about where to eat, where to live, attractions, things to do and more. This guide is written by locals and includes great insider tips on a wide range of topics.

Find great local insight on the best places to dine, the most fun music venues as well as continuing education opportunities directly from Memphians.

If you are interested in learning more about all the new things going on in Memphis, check out Momentum Magazine for details on the \$19 billion in new investment underway across the region.

5

SIGN UP FOR MEMPHIS MONDAY MORNING EMAILS

Every Monday morning the Greater Memphis Chamber delivers an info-filled e-newsletter packed with updates on upcoming events, important Memphis news, job postings and opportunities to get engaged in the community. Sing up for our free weekly emails to stay in the know about happenings, business and community news in the Greater Memphis region.

RECENT EVENTS

Mid-Year Chairman's Forum

On June 12, the Chamber held its first Mid-Year Chairman's Forum, giving the full membership an opportunity to learn about the work underway at the Chamber.

CEO & President Beverly Robertson shared more details about the strategic goals and progress toward those goals with Chamber membership.

Chamber Chairman Richard Smith provided a deep dive into how the Memphis economy's recent job growth compares to our peer cities. Daphne Large, co-chair of the B2B Task Force and the Chairman's Circle, launched the Move Your Money to Memphis initiative, challenging more Memphis companies to pledge to spend more money into locally-owned businesses.



In The Mix

Networking Event hosted by Venue 901 by Corky's

In the Mix events are a great way to meet and connect with other local business leaders in a casual atmosphere, bringing together hundreds of fellow members and non-members alike at hotspots around the city. This quarter's hotspot was the new Venue 901 by Corky's. It's the ideal space to hold intimate events with a seated capacity of 80 and 100 standing. Several Chamber members joined at this incredible venue and connected with each other over signature cocktails and delicious hors d'oeuvres sponsored by H. Saga/Port Alliance, Independent Bank, Baptist Memorial Hospital, Southland Gaming & Racing, and Saint Francis Medical Partners.





Take it to the Streets Orange Mound

The Chamber kicked off its Taking it to the Streets initiative, a campaign aimed to educate the community about the Chamber's work and the positive impacts of economic development for communities across the city. The first session was held at the Orange Mound Community Center. During the meeting, Chamber President & CEO Beverly Robertson explained how tax incentives are used to attract jobs, touted the UpSkill 901 Career Fair (October 30th) and shared a variety of free training programs that could connect Orange Mound residents to job opportunities.



New Members Mingle

In June we welcomed our newest members Hawaiian style at our summer New Members Mingle event. Many thanks to La-Z-Boy Home Furnishings & Décor – Memphis for hosting us and to our Ambassadors for sharing exciting news about the Chamber with our new members.



Women's Business Council Launch

Over a hundred business women came together for the launch of the Chamber's new Women's Business Council June 20 at Hutchinson School. The council is designed to be an open and collaborative space for women in business to discuss important topics relative to business success, mentor and network, and share and exchange ideas and information.



SoulRight Trolley Night Pre-Party

In partnership with Young Arts Patrons and The Consortium MMT, the Greater Memphis Chamber hosted SoulRight Trolley Night Pre-Party to showcase and support emerging talent that is defining the creative class in Memphis. Local artist, Catherine Elizabeth Patton, whose work is currently on display in The Galley at the Greater Memphis Chamber, and musicians Jiana Hunter and the Tailored Makers join.

SoundCheck Young Professionals Summer Mixer

hosted by Bridges

Every summer, SoundCheck invites all members, guests, and prospective members to join us at a great local venue for food, drinks, and connections with the young professional community. This year's mixer was hosted by BRIDGES.





SoundCheck Corner Office

Intentionally limited to ensure a conversational atmosphere, the Corner Office series brings 20-30 SoundCheck members to the C-suite of a Memphis business 10 times annually to meet successful local leaders and learn more about their rise to the top, including a myriad of industries and companies. Over this past quarter the young professionals got the chance to join in conversation with 3 of Memphis' leading changemakers.



- 1) Bathsheba Sams, Operations Vice President,
Human Resources - International paper
- 2) Beverly Robertson, President & CEO
Greater Memphis Chamber
- 3) Audrey Gregory, CEO - Saint Francis Medical Partners



MEMBER NEWS



ECLECTIC EYE NAMED AMERICA'S FINEST OPTICAL RETAILER BY INVISION

Eclectic Eye, a Memphis destination for optometry services and stylish eyewear needs, won first place in the 2019 America's Finest Optical Retailer contest by INVISION, a magazine for the American eyecare professional.



HI-SPEED INDUSTRIAL SERVICE RE-APPROVED AS AN EASA ACCREDITED SERVICE CENTER

Hi-Speed Industrial Service in Millington, Tennessee, has been re-approved through a third-party audit as an EASA Accredited Service Center. Hi-Speed Industrial Service has demonstrated that it continues to follow the prescribed good practices to consistently deliver quality electromechanical repairs that maintain or improve AC electric motor efficiency and reliability.



INFERNO WINS FOUR INTERNATIONAL AWARDS AND NINE NATIONAL AWARDS FOR CREATIVE MARKETING AND DESIGN

inferno, a full-service advertising, public relations, design and digital marketing firm, received several awards for its creative work in 2018, including four Communicator Awards and nine Telly Awards.



RUNNING PONY WINS 7 TELLY AWARDS

Video production company Running Pony has won seven awards in the 40th Annual Telly Awards, in categories including 3D animation, Employee Communications, and Products/Services. The awards were for videos produced for AHS, ServiceMaster, Terminix, University of Memphis Athletics, DAB, the Shelby County Chamber Alliance, and East High School.



SOUTHWEST PRESIDENT APPOINTED TO AMERICAN ASSOCIATION OF COMMUNITY COLLEGES' COMMISSION ON ECONOMIC AND WORKFORCE DEVELOPMENT

The board of directors of the American Association of Community Colleges (AACC) has appointed Southwest Tennessee Community College President Dr. Tracy D. Hall to the Commission on Economic Workforce Development. Hall's three-year term runs from July 1, 2019, to June 30, 2022.



THE SEAM POWERS NEW REVOLUTION OF PEANUTS COMING TO THE DELTA

The Seam, a leading provider of trading and agribusiness software solutions, announced that it will be working with Delta Peanut, LLC, a new peanut shelling operation based in Jonesboro, Arkansas, and the first shelling facility to open in the area in more than 50 years. The company has entered into a multi-year agreement with The Seam and its peanut commodity management platform.



ALCO MANAGEMENT, INC. MAKES 2019 LIST OF LARGEST AFFORDABLE MULTI-FAMILY PROPERTY MANAGEMENT COMPANIES

ALCO Management, Inc., a top affordable property management company in Memphis, recently received national recognition from the National Affordable Housing Management Association (NAHMA). Membership includes some of the industry's most distinguished multi-family managers, owners and industry stakeholders.



PARAGON BANK REPORTS STRONG FIRST QUARTER EARNINGS

Paragon Bank (OTCBB: PGNN.OB) announced its 2019 first quarter financial earnings, reporting a net income of approximately \$627,000, an increase of \$140,500 or 29%, over the first quarter of 2018.



CHAIRMAN'S CIRCLE MEMBER DAPHNE LARGE CELEBRATES DATA FACTS 30 YEAR ANNIVERSARY

Data Facts, a nationwide provider of mortgage lending solutions and national and international background screening solutions, proudly announces they are celebrating their 30th year in business in July 2019.

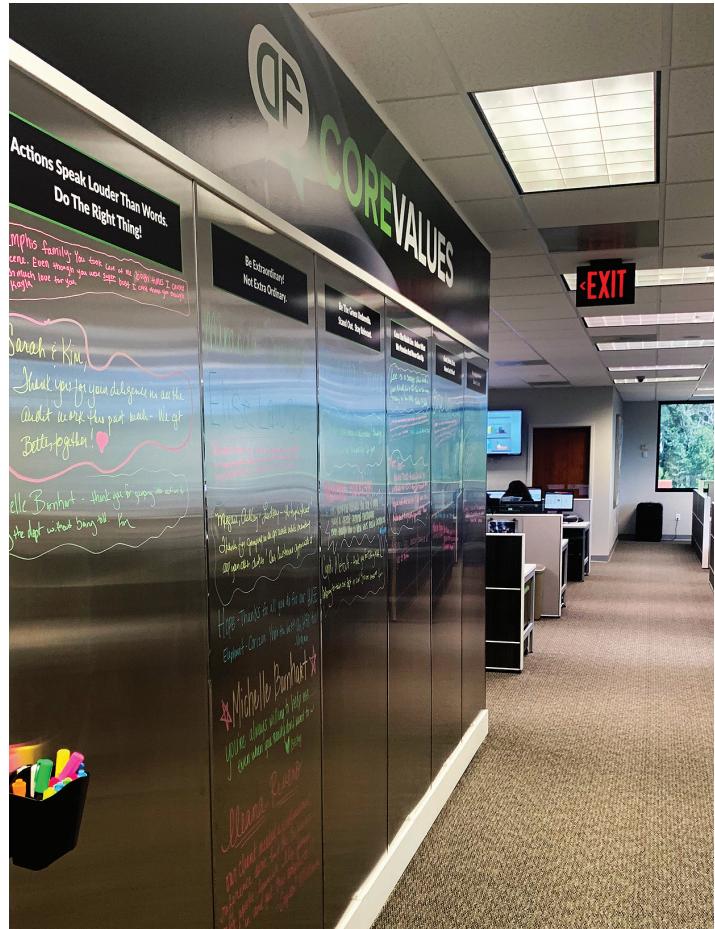
Data Facts' Founder and CEO, Daphne Large took time to comment about this milestone. "Our approach to success then and now is simple. Data Facts takes care of our people, who in turn take care of our customers, who then take care of Data Facts. It works. Equally as important, our customers tell us time and again that we deliver what others have only promised, consistently, and we build relationships that last. We are very fortunate that our dedicated team makes it possible for us to provide our clients with unsurpassed service. Our people are distinguished by their knowledge, discipline and relentless commitment to the success of our clients."

Since 1989, significant industry advances in technology have created both obstacles and opportunities for Data Facts to grow and thrive. Data Facts met the challenge head on by investing in superior technology, training, and building important integrations with leading, client-facing software systems.

ACCENDI
Talent

FAWN A. HENTREL CEO OF ACCENDI TALENT NAMED TO NSBA LEADERSHIP COUNCIL

Fawn A. Hentrel, CEO of Accendi Talent headquartered in Memphis was recently named to the National Small Business Association (NSBA) Leadership Council. NSBA is the nation's oldest small-business advocacy organization and operates on a staunchly nonpartisan basis.



Today, Data Facts has offices in multiple states, with employees and customers throughout the country. Data Facts continues to commit itself to offering cutting edge consumer and business information products and services to maintain their place at the forefront of their industries.

Large, who is still at the helm as CEO, remarks. "We understand that only through the support of our great clients, dedicated, experienced staff, and our innovative partners have we been able to achieve this milestone. We are looking forward to the next 30 years!"

NEW HIRES

CENTRAL STATION HOTEL



Helen Nelson Director of Sales & Marketing



Jeremy Sadler General Manager

CHRIST COMMUNITY HEALTH SERVICES is pleased to announce the addition of three new leaders to their growing team of health professionals.



T. Michelle Lady as the new Chief Development Officer, a role that was created to support the ever-growing needs of the organization.



Julia Park will serve as the organization's Director of Social Work.



Will J. Jackson, III has assumed the role of Chief Information Officer.

FINANCIAL FEDERAL BANK



Linda Waldon and **Stephanie Richer** as Vice Presidents of Treasury Management to lead the bank's new treasury management department, which will work with customers to help manage multiple products more efficiently. Linda and Stephanie bring a depth of experience in a range of bank environments.



INFERO, a full-service advertising, public relations, design and digital marketing firm, is proud to announce



Liza Routh
promoted
to Account
Supervisor



Caitlin Berry
promoted
to Senior
PR Account
Executive



Beverly Hendrichovsky
promoted to Office Manager



Bri Kraus as
PR content
producer

PARAGON BANK

Vanessa Taylor, Vice President of Consumer Banking As Vice President of Consumer Banking, Vanessa Taylor, a Certified Financial Planner, is responsible for managing the mortgage experience for customers who purchase and refinance with Paragon Bank which includes ongoing communication and processing duties.



Thomas Carlisle, Credit Analyst Serving as Credit Analyst, Thomas Carlisle works with the bank's commercial relationship managers to identify and assist customers with loan and other banking solutions.

Lauren Gibson, Financial Services Associate As a Financial Services Associate, Lauren Gibson delivers trusted financial advice and a high level of customer value by matching Paragon Bank products and services to customer needs and goals.



PROTECH
Dan Weddle has been promoted to CEO following 15 years of leadership as ProTech's President.



Amit Kanda joins the ProTech team as COO. He brings over 15 years of experience in the information technology industry across various roles.



Chris Bradley has been promoted to CIO after serving as ProTech's Vice President of Managed Services for almost 9 years.

CHAIRMAN'S CIRCLE MEMBERS

Adams Keegan, Inc.	Drexel Chemical	Martin, Tate, Morrow & Marston, P.C.	Southeastern Asset Management
Alco Management	Dunavant Global Logistics Group, LLC	Medtronic	SouthernSun Asset Management
Allworld Project Management	Duncan-Williams, Inc.	Methodist Le Bonheur Healthcare	Southwest Tennessee Community College
American Material Handling	DuPont	Memphis Area Association of Realtors	St. Jude Children's Research Hospital
American Residential Services LLC	Electrolux Major Appliances	Memphis Area Transit Authority (MATA)	SunTrust Bank Memphis
Artisent Floors	Elvis Presley Enterprises	Memphis Convention & Visitors Bureau	The Daily Memphian
AutoZone, Inc.	Evergreen Packaging	Memphis Grizzlies	The Redwing Group
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Evolve Bank & Trust	Memphis-Shelby County Airport Authority	Tower Ventures
Baptist Memorial Health Care	FedEx Logistics	Memphis Tomorrow	Tri-State Truck Center Inc.
Barnhart Crane & Rigging Company	Financial Federal	MicroPort Orthopedics	Triumph Bank
Barr Brands International	First Horizon National Corporation	Mid-American Apartment Communities, Inc.	True Temper
Bass, Berry & Sims, PLC	First Tennessee	Montgomery Martin Contractors LLC	Turner Construction
BDO	Fleming Architects	National Guard Products	United Healthcare
Belz Enterprises/The Peabody Memphis	Flintco, LLC	nexAir, LLC	University of Memphis
Blue Cross Blue Shield	Gerber Taylor	Newmark Knight Frank	University of Tennessee Health Science Center (UTHSC)
Boyle Investment Company	Glankler Brown	Nike	Urban Child Institute
Buckman International	H. Saga/Port-Alliance	Nucor Steel	Valero Energy – Memphis Refinery
Butler Snow	Highwoods Properties Inc.	Old Dominick Distillery	Varsity Spirit
Caesar's Entertainment, Inc.	Hobson Realtors	Olymbec USA, LLC	Waddell & Associates
Caissa Public Strategy	Hyde Family Foundations	Orgill, Inc.	Worlds Away
Carlisle Corporation	Independent Bank	Patriot Bank	Wyatt, Tarrant & Combs, LLP
CBIZ MHM, LLC	International Paper	Pickering Firm, Inc.	Yates Construction
CBRE – Memphis	Jim Keras Automotive Group	Power & Telephone Supply Company	YMCA of Memphis & the Mid South
Chism Hardy Investments	J.M. Smucker	ProTech Systems Group, Inc.	
City Enterprises	KBG Technologies	Raymond James	
Coldwell Banker Collins-Maury	Kemmons Wilson Companies	Regional One Health	
Colliers International	Kroger	Regions Bank	
Commercial Appeal	Landers Auto Group	Running Pony	
Cushman & Wakefield/Commercial Advisors	LEDIC Realty Company	Saint Francis Healthcare	
Data Facts	Linkous Construction Co., Inc.	Sedgwick Claims Management Services, Inc.	
Deloitte	Local 24/Nexstar Broadcasting	ServiceMaster	
Diversified Trust	Loeb Properties	Shelby County Schools	
Dixon Hughes Goodman LLP	LRK, Inc.	SkyCop, LLC	
Dobbs Equity Partners LLC	LSI Graphics	Smith & Nephew, Inc.	
Dobbs Management Services, LLC	Lubin Enterprises, Inc.		
	Mallory Alexander International Logistics		



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A2H, Inc.	EnSafe Incorporated	Regional One Health	Trustmark National Bank - Memphis Region Corporate
Allen & Hoshall	First Tennessee	Regions Bank	Valero Energy - Memphis Refinery
ALSAC / St. Jude Children's Research Hospital	Flextronics International	Saint Francis Hospital	
American Snuff Company, LLC	Kellogg Morning Foods	Smith & Nephew, Inc.	
American Yeast Corporation	Memphis Area Transit Authority	Southwest Tennessee Community College	
AT&T	Memphis Cellulose LLC	State Systems, Inc.	
Baptist Memorial Health Care	Memphis Light, Gas & Water	SunTrust Bank, Memphis	
Buckman	Methodist Le Bonheur Healthcare	TAG Truck Enterprises LLC	
CN Railroad	Nike	Technicolor Distribution of Memphis	
Coca-Cola Consolidated	Pinnacle Financial Partners Inc.	Trane Commercial Systems and Services	
Comcast - Memphis			



An Initiative of the Greater Memphis Chamber

KEEP MORE MONEY IN OUR COMMUNITY

Share your local spending story using the hashtag #MoveYourMoneyToMemphis

SIGN THE MOVE YOUR MONEY TO MEMPHIS PLEDGE

Commit to the principles of putting Memphis First. Pledge to:

- Include location proximity as one of the criteria in your procurement or purchasing process;
- Hire local people when possible;
- Contribute to the local tax base; and
- Support a strong Memphis economy

Move Your Money to Memphis is an initiative of the Greater Memphis Chamber to encourage business decision makers to increase spending with Memphis-based companies and to encourage companies with Memphis-based operations to increase their investment and support in the Memphis region by making spending with local vendors and suppliers a priority.

The primary goal of the Move Your Money to Memphis campaign is to stimulate and accelerate the Mid-south economy by keeping more dollars in our region, where the impact can be significant as the dollars recirculate.

BUY LOCAL

Looking for local vendors and companies that are investing in Memphis? Search the Greater Memphis Chamber Member Directory to find companies who are committed to supporting our local economy. Businesses are listed by category.

TO LEARN MORE VISIT:

<https://memphischamber.com/membership/move-money-memphis/>

NEW MEMBER LISTINGS

- #**
911 Restoration Memphis
Metro
Marva Bell
3562 Park Avenue
Memphis, TN 38111
(901) 591-0594
<http://www.911restorationmemphismetro.com>
- A**
ADT Security Services
Stephen Williams
8370 Wolf Lake Drive, Suite 112
Memphis, TN 38133
(901) 237-2571
<http://www.adt.com>
- B**
Bruce Turner, PLLC
T. Kevin Bruce
2650 Thousand Oaks Boulevard, Suite 2140A
Memphis, TN 38118
(901) 290-6610
<http://www.bruceturnerlaw.net>
- C**
Cannon Chiropractic
Jayson Cannon
9020 Highway 64, Suite 103 Lakeland, TN 38002
(901) 746-8745
<http://www.cannonchiropractic.com>
- Central Station Memphis, Curio Collection by Hilton**
Jeremy Sadler
545 South Main Street
Memphis, TN 38103
(901) 524-5247
<http://www.centralstationmemphis.com>
- Christian Brothers High School**
Nancy Lanigan
5900 Walnut Grove Road
Memphis, TN 38120
(901) 261-4900
<http://www.cbhs.org>
- COMCAST - Memphis**
Evangeline Parker-Guest
3251 Players Club Parkway
Memphis, TN 38125
(901) 259-2525
<http://www.comcast.com>
- D**
DaSilva Consulting
Al Da Silva, MHA, MBA RN
5100 Poplar Ave
Memphis, TN 38137
(855) 501-9372
<http://www.dasilvaconsulting.org>
- E**
DHL Global Forwarding
Syrena Simpson
4639 Damascus Road
Memphis, TN 38118
(623) 760-0949
<http://www.dhl.com>
- G**
Gold Strike Casino Resort
Troy Douglas
1010 Casino Center Drive
Robinsonville, MS 38664
(662) 357-1111
<http://www.goldstrikemississippi.com>
- H**
Hampton Inn & Suites
Memphis - Shady Grove
Ashley Ester
962 South Shady Grove Road
Memphis, TN 38120
(901) 762-0056
<http://memphishashygrovesuites.hamptoninn.com>
- J**
Howell Consulting, LLC
John Howell
87 North Highland Street
Memphis, TN 38111
(901) 505-1150
<http://www.howellconsultingllc.com>
- Z**
Johnson Controls, Inc.
Jeffrey Allison
6423 Shelby View Drive, Suite 107
Memphis, TN 38134
(901) 386-0532
<http://www.johnsoncontrols.com>
- L**
Leigh Mansberg
6809 Garden Oaks Drive
Memphis, TN 38120
(901) 605-7756
- P**
Petsuites of America
David McCray
9420 Setonville Road
Louisville, KY 40291
(901) 350-5955
<https://www.petsuitesofamerica.com/locations/tennessee/memphis-germantown-collierville/#intro>
- Junior Achievement of Memphis and the Mid-South, Inc.**
<https://www.juniorachievement.org/web/ja-memphis/>

- Q**
QuikFix
Ben Siegel
50 South B.B. King Boulevard, Suite 350
Memphis, TN 38103
(901) 422-0299
<https://www.getquikfix.com/>
- S**
Shelby County Federal Credit Union
Shari King
1160 Sycamore View Road
Memphis, TN 38134
(901) 930-0757
<http://www.shelbycountycu.com>
- T**
Southern Cardiovascular, PLLC
Harry Worley
6401 Poplar Avenue, Suite 410
Memphis, TN 38119
(901) 259-2718
<http://www.ellichmanvascular.com>
- W**
True Enterprises dba Greenleaf /True Concierge Morris Parker
6041 Mt. Moriah, Suite 10
Memphis, TN 38115
(901) 308-2587
<http://realgreenleaf.com/>
- Z**
Word of Mouth Detailing
Joe Christian
2862 Appling way
Memphis, TN 38133
(901) 337-5758
<http://www.wordofmouthdetailing.com>
- W**
Zips Car Wash - Cordova
Eric Wells
1565 North Germantown Pky
Cordova, TN 38016
(901) 759-0177
<http://www.zipscarwash.com>

MARK YOUR CALENDARS

SEPTEMBER

Wednesday, September 4, 2019

Lunch in the Know – 11:30 am – 1:00 pm
A Luncheon hosted by the Small Business Council
Lunch in the Know is one of the Chamber's most popular events specifically designed for small – to midsized businesses.

Tuesday, September 10, 2019

Women's Business Council Focus Group
11:30 am – 1:00 pm
A program of the Small Business Council
Keynote speaker Shawn Karol Sandy, Founder and Chief Revenue Officer of The Selling Agency.

Thursday, September 12, 2019

Chamber 101 – 4:00 - 6:00 p.m. – *An Annual open house event to learn about the ChamberChamber*

Friday, September 20, 2019

Lunch & Learn with the Federal Reserve Bank
11:30 am – 1:00 pm – *Quarterly Luncheon hosted by Federal Reserve Bank of St. Louis*
This quarter's Lunch & Learn lead by Douglas Scarboro, SVP & Regional Executive of Memphis Branch, will cover the topic "How the Fed sets

Monetary Policy."

Tuesday, September 24, 2019

Chamber Institute – 4:00 - 5:00 pm
A course hosted by Small Business Council
Chamber Institute is a one-hour "course" intentionally designed for small business owners to build business.

OCTOBER

Tuesday, October 29, 2019

BizPalooza – 5:00 – 7:00 pm – *The Chamber's, in conjunction with BNI, Annual Memphis-area networking event*

BizPalooza is free and open to the public with a business card giving the public the opportunity to see products firsthand and meet the people behind their brand.

Wednesday, October 30, 2019

UpSkill 901 Workforce Career Fair
10:00 am – 3:00 pm
Free career fair connecting job seekers to opportunities across the region
Job seekers will be provided access to 60+ hiring employers and career enhancement services.

MEMPHISCHAMBER.COM

IN THE NEXT ISSUE OF MOMENTUM

Q4 is the **Public Policy Issue** of *Momentum* magazine.

The Chamber's Public Policy agenda for 2020 will be released in this issue, with a look into each item and why it impacts the business community. This issue will also feature Industry Council Updates and a look ahead to the upcoming year.

**AD DEADLINE
IS NOVEMBER 15**

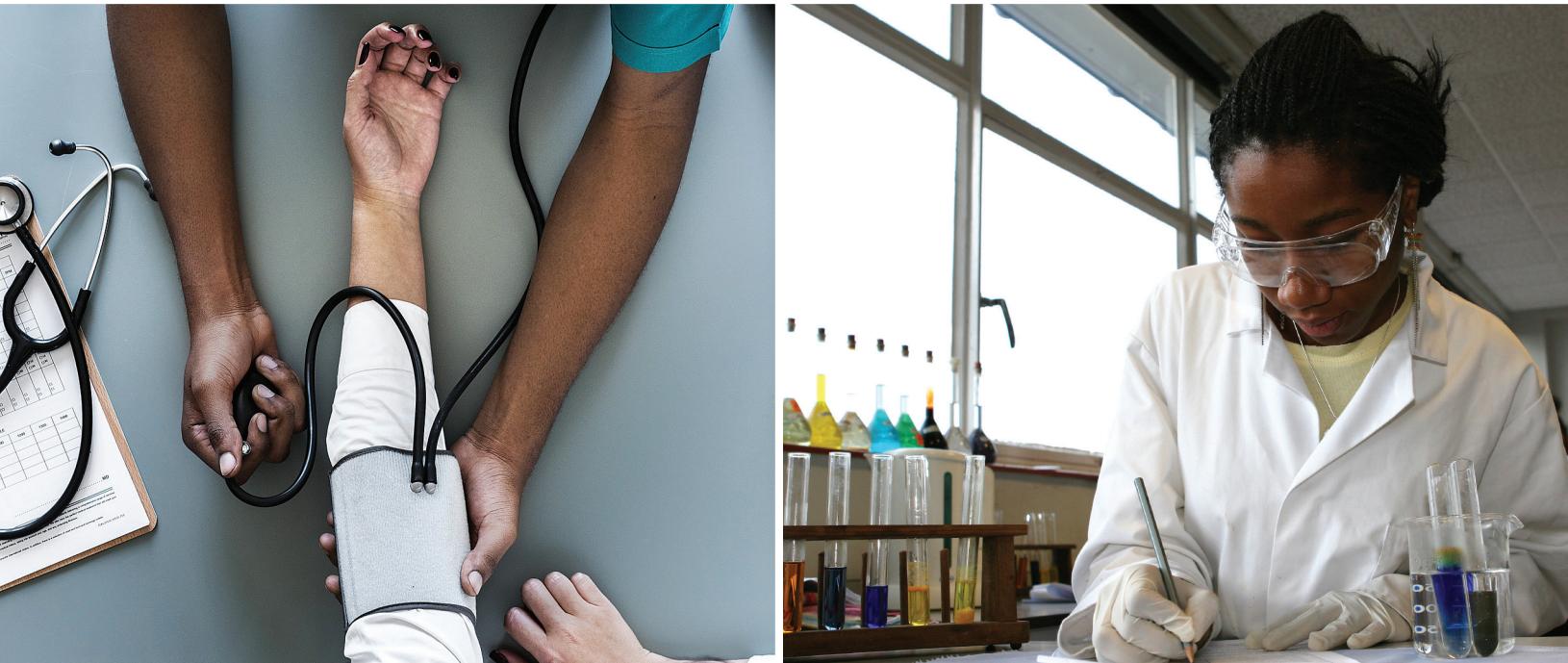
FOR ADVERTISING OPPORTUNITIES

Contact **Tasha Livingston** at 901-543-3500 or tlivingston@memphischamber.com

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Do You Need Employees with IT, Healthcare, Bioinformatics Training?

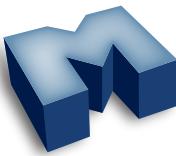


Over 500 Mid-South residents have recently completed the
Ready To Work Job Training Program

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Ready to Work for YOU!**



FOR MORE
INFORMATION CONTACT:
Christi Davidson
Program Manager
Memphis Bioworks Foundation
901.866.1441
cavidson@memphisbioworks.org



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A partnership between the Greater Memphis Chamber and Southwest Tennessee Community College and a Center of Emphasis for the Tennessee Board of Regents (TBR)



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